

Statement on Modern Slavery and Human Trafficking

PREPARED FOR THE HUMAN RESOURCES DEPARTMENT

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Acuity Knowledge Partners (Acuity) recognises that modern slavery and human trafficking are global problems, and this statement sets out the steps we have taken towards preventing these issues from surfacing in any part of Acuity's business or supply chains.

Our business

We are a leading provider of bespoke research, analytics, staffing and technology solutions to the financial services sector.

Headquartered in London, Acuity has nearly two decades of transformation experience in servicing over 500 clients with a specialist workforce of over 5,500 analysts and delivery experts across its global delivery network.

We provide our clients with unique assistance not only to innovate, implement transformation programmes and increase operational efficiency, but also to manage costs and improve their top lines.

Our expertise includes the following:

- Investment Banking: origination and trading support
- Investment Research support: covering all asset classes in terms of ideation, data science and research support across the buy side and sell side
- Commercial Lending support: across origination, credit assessment, underwriting and covenant and portfolio risk for all types of lending
- Private Equity: origination, valuation and portfolio-monitoring support
- Asset Management services support: across marketing, investment research, portfolio management/optimisation, risk and compliance
- Corporate and Consulting services: market and strategic research; survey work; treasury and counterparty risk support; and CEO office support, including M&A, FP&A and investor-relations support
- Compliance support: AML analytics, KYC, counterparty credit risk modelling and servicing across banks, asset managers and corporates
- Data Science: web scraping, data structuring, analytics and visualisation. These services are supported by our proprietary suite of Business Excellence and Automation Tools (BEAT) that offer domain-specific contextual technology.

Acuity is assisted by Equistone Partners Europe, a leading private equity organisation that backs specialist growth businesses and management teams.

Core business efforts

Corporate social responsibility (CSR) at Acuity

The company's leadership strongly believes that it has a significant responsibility towards the societies in which it operates. It believes that business does not exist for the purpose of business alone but should create and support opportunities for social empowerment and inclusive development. Acuity understands that the sustainability of any business relies on a healthy and educated workforce, sustainable natural resources and a thriving society. Acuity, being a responsible corporate citizen, has a duty to work towards sustainability not only of its business but also of society as a whole and build social capital.

Aims and objectives

At Acuity, CSR refers not just to engaging in charity but also to investing in society and in its own future. Acuity understands that no business house has the strength and resources to replace government or create a parallel structure to government. Acuity believes that acting as an alternative to government is not the best solution to social problems and challenges faced by our society. Businesses should aim to develop innovative and sustainable development models that can be replicated and adopted by governments and other likeminded organisations.

Acuity aims to build new, sustainable and replicable development models and to invest in proven models of development at the grassroots level for the betterment of the underprivileged and poor, children, women and the environment.

Read more about our CSR programmes and our progress over the years here: <https://www.acuitykp.com/social-initiatives/>

Acuity's Code of Business Conduct

Acuity has in place a number of codes of conduct, policies and procedures to run the business in a fair, ethical and lawful manner and in compliance with applicable laws and regulations. The [Code of Business Conduct](#) ("the Code") is a statement of the fundamental principles and certain key policies that govern how our business is conducted. The Code confirms that an essential aspect of Acuity's success is our collective commitment to operating in an ethical and lawful manner to maintain the integrity of our business. The Code, which has been approved by Acuity's Executive Committee, sets forth the guiding principles we expect each employee and corporate director to follow. Every Acuity employee receives training on the Code and is periodically required to certify that they have reviewed this Code, understand it and agree to be bound by its terms. A key area covered by the Code is "How we act with integrity in the global community".

Workforce profile

We have a number of entities that employ people in the UK, and foreign branches. The majority are employed on full-time contracts. Some of our employees work part-time, and the terms and conditions of employment are the same as for full-time staff. Given Acuity's best practices and compliance, we believe our employees are at no risk of exposure to modern slavery and human trafficking.

We offer competitive pay, benefits, employment conditions and policies that are periodically benchmarked, and we make flexible working arrangements, such as part-time and telecommuting arrangements, available to all employees. We do not operate zero-hours contracts. All our employees are subject to the standards in our Code, as set out above.

Supply chain-related efforts

Outsourcing and supply-chain relationships

Acuity has rigorous policies and procedures in place relating to the engagement of suppliers that assist Acuity in conducting its business. We have a Procurement & Sourcing Group responsible for managing our global, enterprise-wide spending on products and services. We also have a Vendor Selection and Contracting Policy in place that sets out the parameters that apply to our selection and retention of suppliers and the execution of contracts.

The Procurement & Sourcing Group and the Corporate Development Group (responsible for M&A activity within Acuity's group of companies) stay abreast of best practices (including those relating to modern slavery and human trafficking).

Our supply chain mostly consists of reputable financial services firms, sophisticated independent consulting firms and other service providers in the areas of finance and technology (including the procurement of software, data and other technology-related goods and services).

Our arrangements with material suppliers are documented, with written agreements specifying the rights and obligations of Acuity and the supplier. Acuity requires its service providers (1) to comply with all applicable national, local and international laws (including employment-related laws); (2) to adhere to rules and requirements in connection with its personnel; and (3) not to participate in any illegal, deceptive, misleading or unethical practices.

We will not support any supplier relationship where we are aware, or have reasonable grounds to believe, that slavery and human trafficking are taking place, and we will take appropriate action if it appears that a supplier is not carrying out its functions in line with contractual arrangements and/or in compliance with applicable laws and regulatory requirements.

Feedback and future activities

Open-door communication and whistleblowing

We aim to maintain an environment in which all employees feel comfortable about raising issues that they believe are important. Acuity, therefore, supports open-door communication and encourages employees to raise concerns to their immediate supervisors or other senior managers.

Feedback

If you have comments on this statement or would like to report an issue regarding it, please email csr@acuitykp.com.

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About Acuity Knowledge Partners

Acuity Knowledge Partners (Acuity) is a leading provider of bespoke research, analytics and technology solutions to the financial services sector, including asset managers, corporate and investment banks, private equity and venture capital firms, hedge funds and consulting firms. Its global network of over 6,000 analysts and industry experts, combined with proprietary technology, supports more than 500 financial institutions and consulting companies to operate more efficiently and unlock their human capital, driving revenue higher and transforming operations. Acuity is headquartered in London and operates from 10 locations worldwide.

Acuity was established as a separate business from Moody's Corporation in 2019, following its acquisition by Equistone Partners Europe (Equistone). In January 2023, funds advised by global private equity firm Permira acquired a majority stake in the business from Equistone, which remains invested as a minority shareholder.

For more information, visit www.acuitykp.com